

..T

RESOLUTION ESTABLISHING A VILLAGE POLICY OF PAID TIME OFF FOR CERTAIN VILLAGE EMPLOYEES WHO HAVE COMPLETED TWENTY (20) OR MORE YEARS OF SERVICE AS VILLAGE MANAGER, ASSISTANT VILLAGE MANAGER OR DEPARTMENT DIRECTORS AND LIMITING ACCRUAL OF VACATION TIME FOR SUCH EMPLOYEES

..B

WHEREAS, to be competitive and to attract and keep certain long-term Village employees, it is deemed necessary and desirable to grant, in addition to vacation days, paid time off to the Village Manager, Assistant Village Manager and Department Directors who have completed twenty (20) or more years of service to the Village in the capacity of Village Manager, Assistant Village Manager or Department Director.

NOW, THEREFORE, BE IT RESOLVED by the Village President and Board of Trustees of the Village of Orland Park, Cook and Will Counties, Illinois, as follows:

#### SECTION 1:

Following adoption of this Resolution, a Village Manager, Assistant Village Manager or Department Director who has completed twenty (20) years of service in such capacity shall be granted, in addition to employment benefits already earned or provided, fifteen (15) days (i.e., 120 hours) of paid time off annually, calculated from the date he/she achieved twenty (20) years of service as Village Manager, Assistant Village Manager or Department Director.

#### SECTION 2:

Paid time off granted in accordance with Section 1 hereof may not be accrued if not used by the employee during the current employment year or any subsequent employment year.

#### SECTION 3:

The current Village policy regarding paid annual vacation for certain full-time Village employees is hereby amended to provide that a Village Manager, Assistant Village Manager or Department Director who has completed twenty (20) or more years of service to the Village in such capacity may not hereafter accrue more than fifteen (15) days (i.e., 120 hours) of unused vacation days for each year of service after having completed twenty (20) or more years of service.

#### SECTION 4:

All other provisions of the current Village policy of paid vacation or accrual of unused vacation days for certain full-time Village employees, not in conflict herewith, are hereby ratified and confirmed.

#### SECTION 5:

This Resolution shall be in full force and effect upon its adoption as provided by law.